Employer Support of the Guard and Reserve

Army National Guard Staff Support Conference
Nov 2000

Mission

"Obtain **employer and community support**
to ensure the availability and readiness
of Reserve forces"

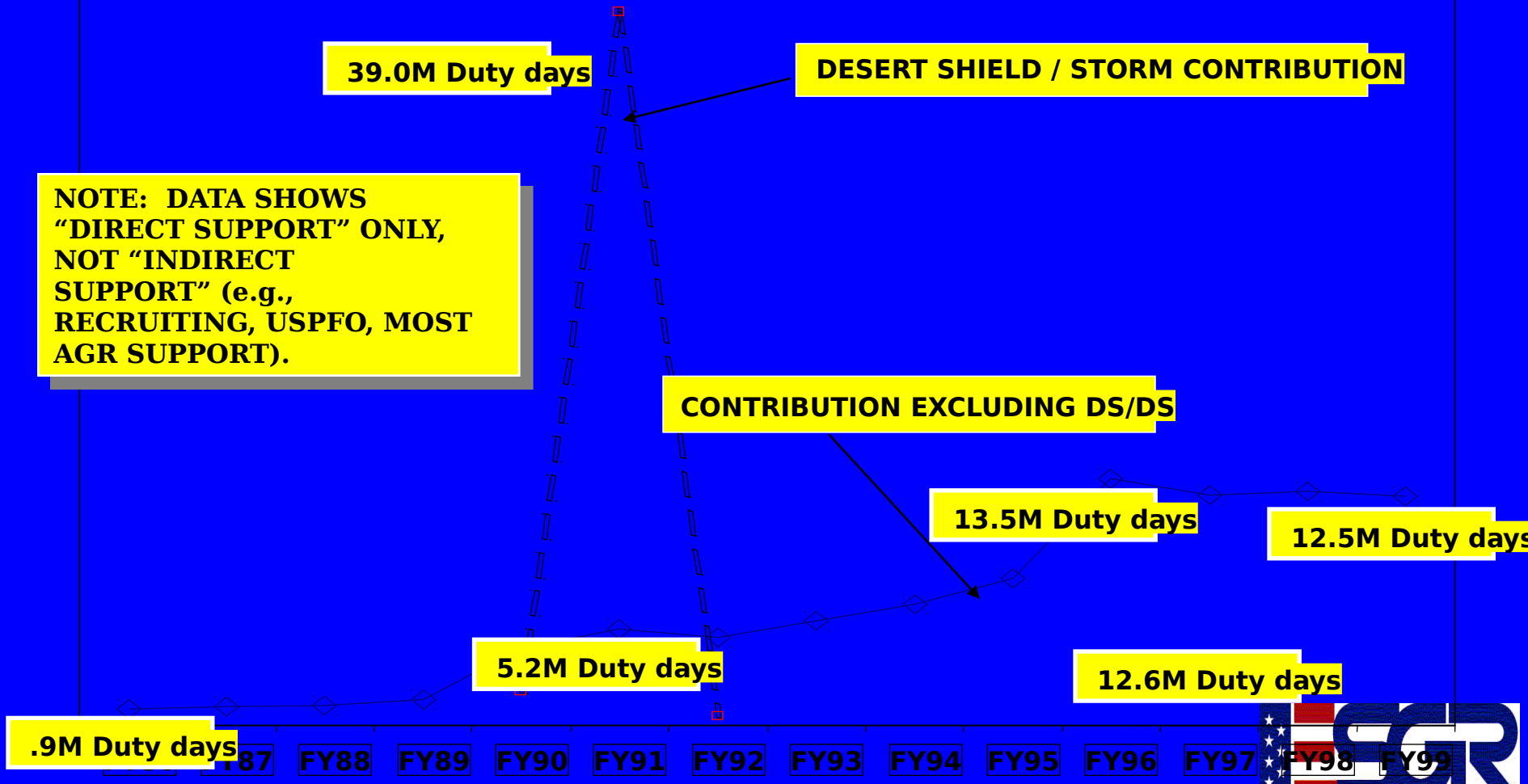
Why Is ESGR Important?

- **Declining public knowledge of military**
  94% of people between 18-65 have no military experience
- **Lack of employer appreciation for skills and attributes of employees in the Guard or Reserve**
- **Public opinion that many military operations do not reflect something essential to American interests**

Why is ESGR important?

- **54%** of military forces are now in Guard or Reserves
- Increasing OPTEMP (now **20** times busier than during the cold war)
- **35,000** Guard and Reserve members on active duty on any given day…in 77 countries

TOTAL FORCE CONTRIBUTION by the RESERVE COMPONENTS



Retention

The Sixth QRMC* stated that " . . . *conflicts between RC members and their full-time civilian employers account for nearly one-third of all personnel losses* incurred by the Reserve components."

- DoD Report to Congress

* **QRMC: Quadrennial Review of Military Compensation, mandated by Title 37 USC 1008 (b)**
Note: DoD Report to Congress, National Defense Authorization Act for Fiscal Year 1997; Sec. 123

Contingency & Real-World Ops

1953-1990 (37 Yrs):

Vietnam War
Berlin Crisis
Pueblo Incident
Cuban Missile Crisis
Arab-Israeli War
Urgent Fury
Beirut Airlift
Eldorado Canyon
Armenia Earthquake
Just Cause
Hurricane Hugo

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EMPLOYER SUPPORT OF THE GUARD AND RESERVE

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Hurricane Hugo

1991-1999 (8 Years): Real World

Desert Shield/Storm
Provide Comfort I, II
United Shield
Legacy Freedom
Vigilant Warrior
Keflavik Alert
Nomad Vigil
Northern Watch
Joint Endeavor/Guard
A-10 Crash Support
Decisive Edge/Endeavor

Contingency & Real-World Ops

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- Berlin Crisis
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- Cuban Missile Crisis
- Arab-Israeli War
- Urgent Fury
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- Eldorado Canyon
- Armenia Earthquake
- Just Cause
- Hurricane Hugo

Peace Keeping

Southern Watch
Uphold Democracy
Deny Flight
Maintain Democracy
Restore Democracy

1991-1999 (8 Years): Humanitarian

Restore Hope
Support Hope
Mongolia
Provide Relief
Walking Shield
USAir Flt 427
Provide Assistance

CA Earthquake
Hurricane Andrew
Hurricane Omar
Hurricane Felix
Hurricane Marilyn
Hurricane Bertha
Hurricane Opal

Midwest Floods
TS Alberto
OK City Bombing
Provide Hope
Pacific Haven
Panama Haven

Desert Focus
Provide Promise
ValueJet Crash
Phoenix Back
Florida Fires

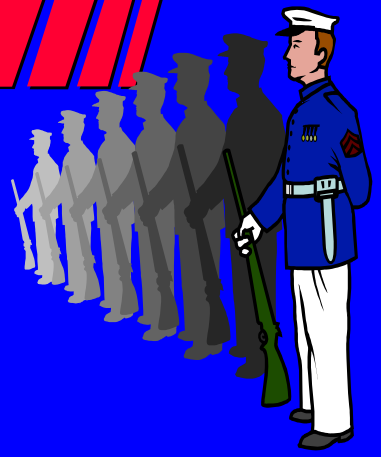
Hurricane Georges
Phoenix Dart
N. Dakota Floods
Phoenix Moat/Over
Korean Crash-Guam

Distant Haven
Denton Amdmt
Assured Response
Volant Comfort
Typhoon Paka-Guam

Percentages of Regular and Selected Reserve Personnel FY 1999

Service	Active	Reserve*
Army	46%	54%
Air Force	67%	33%
Navy	81%	19%
Marine	81%	19%
Coast Guard	81%	19%

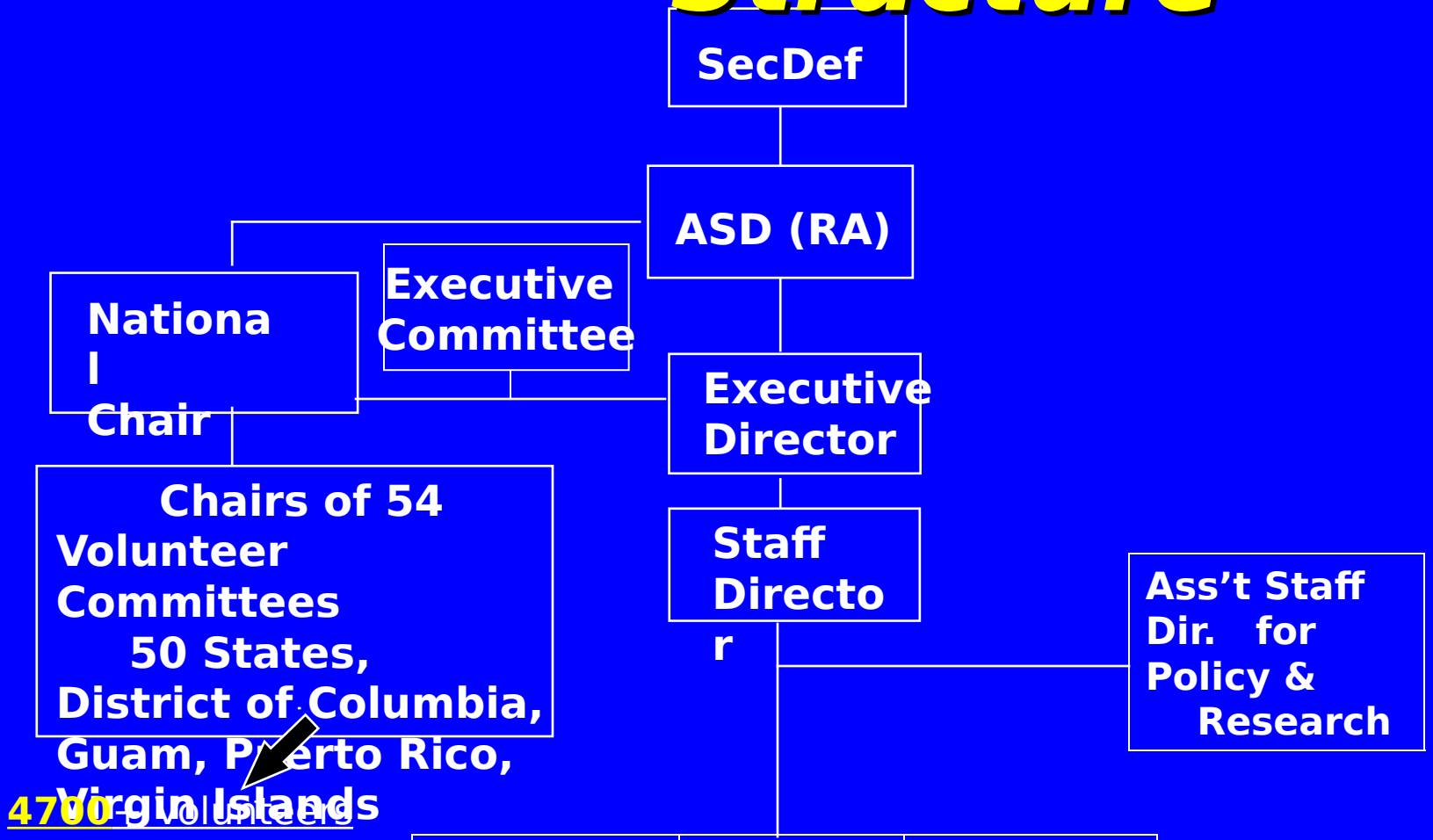
*Includes only organized unit personnel, does not include Individual Ready Reserve



TOP TEN REASONS WHY EMPLOYERS SUPPORT THE GUARD AND RESERVE

1. LEADERSHIP
2. PROFESSIONALISM
3. RESPONSIBILITY
4. MISSION-CRITICAL SKILLS
5. PHYSICAL CONDITIONING
6. "CAN-DO" ATTITUDE
7. CALM UNDER FIRE
8. FIRST CLASS IMAGE
9. ON TIME, ALL THE TIME
10. GLOBAL PERSPECTIVE

ESGR Committee Structure

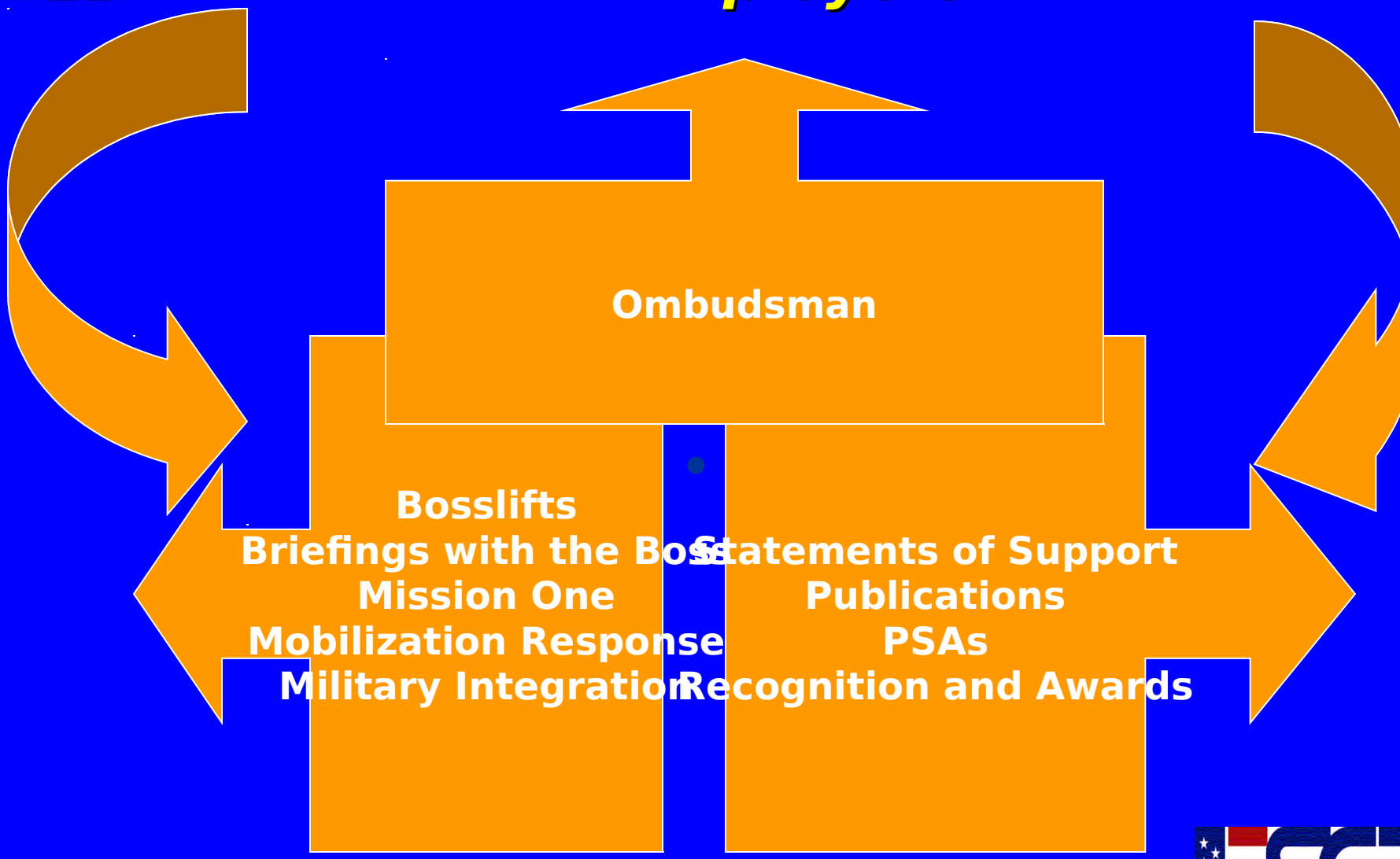


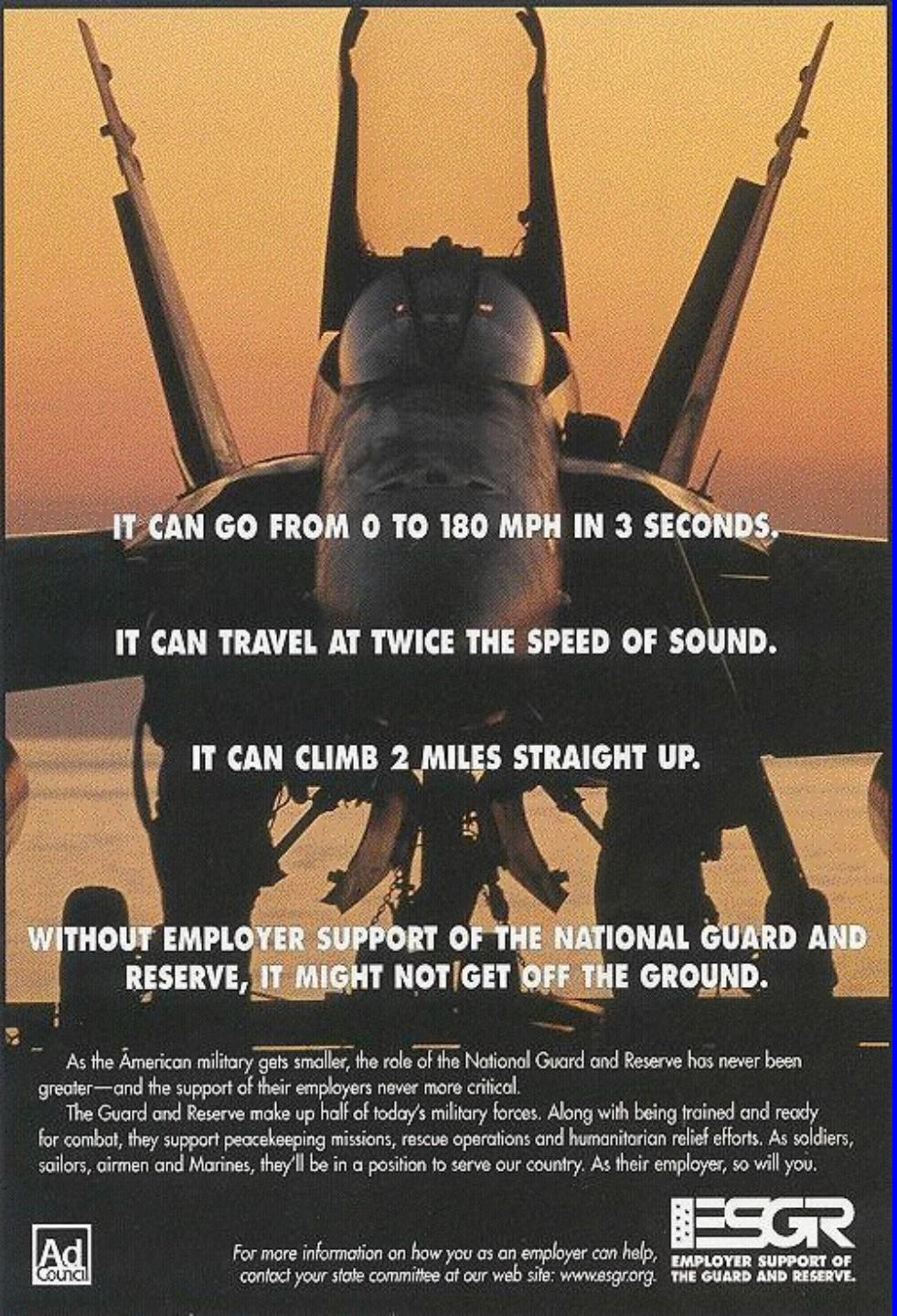
EMPLOYER SUPPORT OF THE GUARD AND RESERVE

ESGR Programs

- BossLifts
- Briefing with the Boss ($$$$$)
- Mission One
- Mobilization Assistance
- Military Integration
- Employer Statements of Support
- Employer Recognition & Awards
- Public Service Advertising
- Ombudsman Program (Informal Mediation)

Reserve Component Members and Employers




IT CAN GO FROM 0 TO 180 MPH IN 3 SECONDS.
IT CAN TRAVEL AT TWICE THE SPEED OF SOUND.
IT CAN CLIMB 2 MILES STRAIGHT UP.
WITHOUT EMPLOYER SUPPORT OF THE NATIONAL GUARD AND RESERVE, IT MIGHT NOT GET OFF THE GROUND.
As the American military gets smaller, the role of the National Guard and Reserve has never been greater—and the support of their employers never more critical.
The Guard and Reserve make up half of today's military forces. Along with being trained and ready for combat, they support peacekeeping missions, rescue operations and humanitarian relief efforts. As soldiers, sailors, airmen and Marines, they'll be in a position to serve our country. As their employer, so will you.
Ad Council
For more information on how you as an employer can help, contact your state committee at our web site: www.esgr.org.
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Operations and Training

- **Bosslift**
- **Briefing with the Bo**
- **Mission One**

(800) 336-4590

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Operations and Training

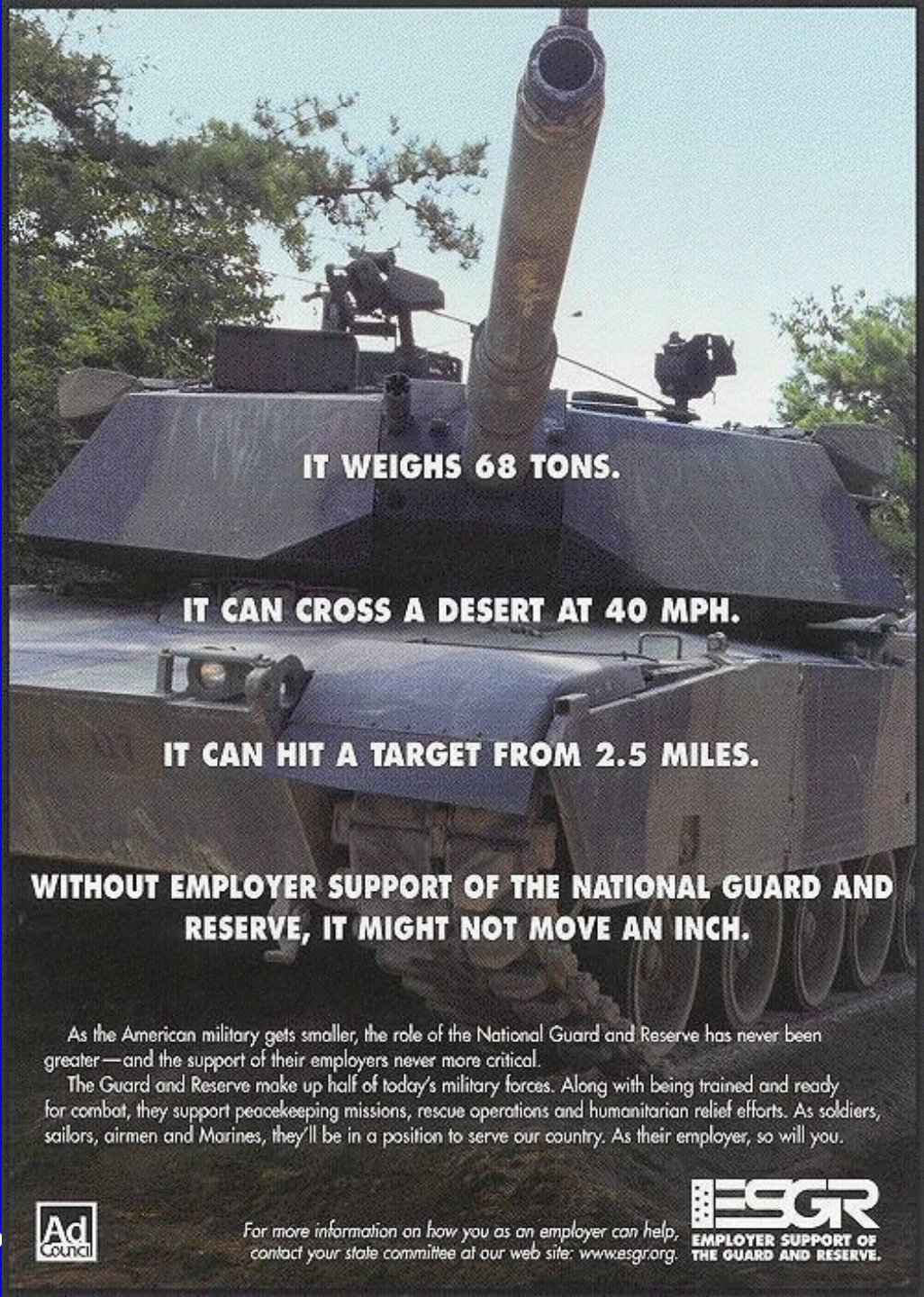
- **Mobilization Assistance:**
  - Before
  - During
  - After

- **Military Integration:**
  - Formal Schools
  - Unit Representatives
  - Regulations and Directives

Public Affairs

- ***Public Service Advertising***
- ***Employer Recognition and Awards***
- ***Statement of Support***
- ***ESGR Web site***

www.esgr.o


IT WEIGHS 68 TONS.
IT CAN CROSS A DESERT AT 40 MPH.
IT CAN HIT A TARGET FROM 2.5 MILES.
WITHOUT EMPLOYER SUPPORT OF THE NATIONAL GUARD AND RESERVE, IT MIGHT NOT MOVE AN INCH.
As the American military gets smaller, the role of the National Guard and Reserve has never been greater—and the support of their employers never more critical.
The Guard and Reserve make up half of today's military forces. Along with being trained and ready for combat, they support peacekeeping missions, rescue operations and humanitarian relief efforts. As soldiers, sailors, airmen and Marines, they'll be in a position to serve our country. As their employer, so will you.
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Awards Program

- **MY BOSS IS A PATRIOT**
  Nominations submitted by YOU
- **CHAIRMAN'S AWARD**
  Top employer for each state receives the
- **PRO PATRIA AWARD**
  Nation's top employer receives Employer
- **Freedom Award** from the Secretary of Defense

ESGR Mobilization Goals

Ensure Reserve Component Members:

- Know there is a law (USERRA) governing employment and reemployment rights
- Understand the basic tenets of USERRA
- Know who to contact if they have employer questions or conflicts

BOSNIA ROTATIONS

SFOR 8	SFOR 9	SFOR 10	SFOR 11	SFOR 12
OCT 00-APR 01	APR 01-OCT 01	OCT 01 - APR 02	APR 02 - OCT 02	OCT 02-APR
TF Eagle HQ	TF Eagle HQ	TF Eagle HQ	TF Eagle HQ	TF Eagle H
3 ID HQ	3 ID HQ	29 ID HQ (VAARNG)	101 Abn Div	28 ID HQ (PAARNG)
Companies from:	Companies from:	Companies from:	Companies from:	Companies fr
30 eSB (NCARNG)	48 eSB (GAARNG)	29 ID (VAARNG)	101 Abn Div	218 eSB (SCARNG)
45 eSB (OKARNG)	3 ID	155 eSB (MSARNG)	116 eSB (IDARNG)	3 ID
3 ID	25 ID	10 Mtn Div	76 eSB (INARNG)	25 ID
25 ID				

- An information and informal mediation service

- Provides USERRA information; assists in understanding and applying USERRA

- Available to military member and employer

Ombudsman

Directives & Instructions

We work with DoD and Reserve Components to ensure ESGR and USERRA are incorporated into all appropriate regulations.

- **DoD Directive 1235.10 - Activation, Mobilization, and Demobilization of Ready Reserve**
- **DoD Directive 1250.1 - National Committee for Employer Support of Guard and Res.**
- **DoD Instructions 1205.12 - Civilian Employment and Reemployment Rights of .. "members"**
- **DoD Instruction 1250.2 - Employer Support of the Guard and Reserve**

Regulations changed (as of March 2000):

- **COMNAVRESFORINST 1250.2 - Employer Support of the Guard and Reserve**
- **FORSCOM 500-3-3 - Mobilization Deployment Commanders Handbook**
- **USARC 140-6 - Retention Programs**

Current Initiatives

MIL OPS is currently working with the RC on the following policies:

Regulations:

- ARNG - ARNG Regulation 350-3 (Mob)
- FORSCOM Mob. Deployment Handbook (Mob)
- OSD - DoDI 1342.23 (Family Support)
- JCS - 4-05 (Mob)
- AFH 10-416 (Mob)
- AFI 10-402 (Mob Planning)
- AFI 36-2633 (IRR Mob)
- AFMAN 10-100 (Airman's Manual)
- AFMAN 36-8001 (Reserve Training)
- Coast Guard - COMDINST M1001.28 (ESGR)

Readiness

Employer support is cultivated through an informed dialogue between employers, units and Reserve members which raises awareness and changes behaviors

dialogue employer support retention readiness

THE LAW

USERRA

Uniformed Services Employment and Reemployment Rights Act*

38 USC 43

* Administered by Department of Labor

USERRA

Uniformed Services Employment and Reemployment Rights Act (Title 38 of United States Code, Chapter 43)

Prohibits discrimination against Guard/Reserve service

Ensures continued company **benefits** -- medical, dental, vision

Ensures **participation** in company pension, thrift savings, and stock options -- even during military duty

Permits member to file a claim against the employer if USERRA rights are violated

Requirements of USERRA for the Reservist:

- Provide advance notice -- written or oral
- Less than five years cumulative absence
- Serve under honorable conditions
- Timely return to civilian job
  - 30 days or less: safe travel plus 8 hours
  - 31 to 180 days: two weeks
  - over 180 days: 90 days

Requirements of USERRA for the Employer:

- Grant Leave of Absence
- Allow for safe travel and rest
- **Timely** reinstatement of member
- Grant status/seniority/benefits to returning member
- Train member, if necessary
- Do ***not*** discriminate in:
  - (employment, reemployment, or promotion)

Can an employee be required to use earned vacation while performing military service?

No

A person may not be forced to use earned vacation.

Is the returning employee always entitled to have the same job back?

Not always

- **Less than 91 days - job you *would have attained***
- **91 days or more - as above or position of *like seniority, status and pay***

What can a reservist expect upon return from duty?

- Prompt reinstatement (be realistic)
- Accrued seniority
- Training or retraining
- Special protection from discharge
  - service of 31 - 180 days (180 days protection)

Service members Opportunity Colleges (SOC)

SOC is a network of more than 1400 colleges and universities whose policies and programs are designed especially to help meet the higher education needs of Service members. For an example, SOC schools minimize residency requirements, minimize loss of transfer credit, and access learning gained through nontraditional programs. All SOC institutions provide the following services:

Act as an informal mediator, similar to our Ombudsman Services. The **Director of SOC is Dr. Steve F. Kime. For information on the overall SOC program or a specific program, call 1-800-368-5622 or (202) 667-0079 or FAX (202) 667-0622 or e-mail: socmail@aascu.org. The mailing address for SOC is:**

Service members Opportunity Colleges
1307 New York Avenue, N.W., Fifth Floor
Washington, DC 20005-4701

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ESGR Concerns

- How many employers of RC members?
- Who are they?
- Where are they?
- How do we communicate with them?

NGB / Year of the Employer (ESGR/Year of Partnership)

- Database
- Employer Outreach
- Employer Support
- Establish Corporate Sponsorship

Bottom Line #1
Reservist should ...

... know there is a law (USERRA) governing employment and reemployment rights

... ensure they understand the basic tenets of USERRA

... ensure they know whom to contact if they have employer questions or conflicts

BOTTOM LINE #2

Employer Support is achieved through a dialogue between employers, units, and Reservists

1-800-336-4590

www.esgr.org

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